Robert Bo	and it				
Name of Applicant	- 9	P	osition Applied for		
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Areas of Certification			J.		
Name of Interviewer					
3/11/04					
Date of this Interview		**************************************	NEET THE THE THE THE THE THE THE THE THE	O	· · · · · · · · · · · · · · · · · · ·
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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H. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	ENCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
comments: polinital Confidentialil Tillinuval t Integrity-hu	Administration of a well explaned solution	, inspectable			
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory perf	ormance
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Robert Bozu	1010			-				
Name of Applicant				Position .	Applied for			**************************************
Elem. Ed		PSIJE	hologe	^		<u> </u>		
Areas of Certification		7	(1)	ľ	7			
Team B					_/ [*]			
Name of Interviewer								
3/11/04						«Майы Маканранда прафиция» форм	Milking and processing and	
Date of this Interview								
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Date of this Interview					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding.	4.
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	1
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed Few poor personal habits.	Very well groomed and professionally . dressed. No offensive habits.	7
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uery conne	in the with	il. Us			
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with pour grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	perform job. Adequate ability to communicate.	Appears confident. exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Case 1:04-cv-00264-SJM Document 70-4 Filed 06/27/2006 Page 5 of 50 EMPLOYMENT INTERVIEW ANALYSIS

Robert Dazylik Elementary Name of Applicant Position Applied for J Elementary , Zamuses away from Master's Elementary							
Name of Applicant		Position Applied for					
l Gle	Areas of Certification . 2 Corresponding from Martin Elen Ed						
Areas of Certification	Areas of Certification						
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Name of Interviewer		· · · · · · · · · · · · · · · · · · ·					
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Date of this Interview /							
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING		
I. PLANNING/							
PREPARATION	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	,,		
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring, Exhibits	average candidates.	'/		
			an adequate understanding.	Exhibits a thorough understanding.			
	dards integralid	issesment.					
II. CLASSROOM ENVIRONMENT			Meets our	Exceeds our			
	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of			
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding	4		
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM : COMMENTS:	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
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APPEARANCE/ HABITS	Very stoppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
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POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform Joh. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

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Case 1:04-cv-00264-SJM Document 70-4 Filed 06/27/2006 Page 7 of 50 EMPLOYMENT INTERVIEW ANALYSIS

Robert Name of Applicant	BazylaK		Elem.	11	
Name of Applicant Elem	,	F	Position Applied for		
Areas of Certification	**************************************				
Name of Interviewer 3 -1/-0					And the second s
Date of this Interview			CONCENTRATION OF THE PROPERTY		***************************************
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	l	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM					1
ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:					,
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:				3	
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ FOMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Case 1:04-cv-00264-SJM Document 70-4 Filed 06/27/2006 Page 9 of 50 EMPLOYMENT INTERVIEW ANALYSIS

DI 1	lak		Element		
Robert Name of Applicant	Dazylak	P	osition Applied for	ary	
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Areas of Certification	ement (cut)				
Areas of Certification	17				
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Date of this Interview					
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/			,,	6 . 1	
PREPARATION	No knowledge	Less than we would prefer, Exhibits a limited	Meets our requirements for	Exceeds our expectations of	,)
	evident. Exhibits a minimal understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	7
			undereinn ding	understanding	
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II. CLASSROOM	I		1	I	
ENVIRONMENT	No knowledge	Less than we would	Meets our	Exceeds our	
	evident. Exhibits a minimal	prefer Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	L.
	understanding	understanding.	an adequate	Exhibits a thorough	7
			understanding	understanding	
COMMENTS:	munity space -	students need on ment Sprea	action space	, ,,,,	<i>s1</i>
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ty na	wie Tearning muit	1	ievel	• /	
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III. INSTRUCTIONAL	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	, ,
DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring Exhibits	average candidates.	4
			an adequate understanding	Exhibits a thorough understanding	1
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COMMENTS: /all	c way thank there	_ / () () ()			
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Stars	program, Newpo	per project, the bestward	y my Si	terdants "	Lance-reaction reaction and account
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

### Case 1:04-cv-00264-SJM Document 70-4 Filed 06/27/2006 Page 11 of 50 EMPLOYMENT INTERVIEW ANALYSIS

Bob Bazy Name of Applicant	lak	(	Clem.			
Name of Applicant	Position Applied for					
El, Ed.	No preference					
Areas of Certification						
MAR						
Name of Interviewer		The second secon		**************************************		
#/11/04						
Date of this Interview				· · · · · · · · · · · · · · · · · · ·		
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING	
I. PLANNING/ PREPARATION			Meets our	Exceeds our		
·	No knowledge evident Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	4	
	understanding.	understanding.	hiring, Exhibits an adequate	average candidates.  Exhibits a thorough	/	
			understanding	understanding	<u> </u>	
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II. CLASSROOM						
ENVIRONMENT	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	٠,	
	evident. Exhibits a minimal understanding	profer Exhibits a limited understanding.	hiring Exhibits	average candidates	14	
	_		an adequate understanding	Exhibits a thorough understanding		
(4+1)	ize space to co	rente learne	ing environ	ment		
COMMENTS: Utili	ge squal we		$\mathcal{J}$			
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III. INSTRUCTIONAL DELIVERY	evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for hiring Exhibits	expectations of average candidates.	4	
	understanding.	understanding.	an adequate	Exhibits a thorough	1	
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: STAR	"S" + Newspape	r - Time + e	short to ge	t it started	<u> </u>
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mai	gal				
Doei	goal  ing what it tax	kes to get th	e job done		
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:				<u> </u>	<del></del>
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Name of Applicant	Eylak	P	osition Applied for		
	. Ed.	(2 elasour st	in of maste	w ) (Przych-de	gree)
Areas of Certification			J		<del>/ / / -</del>
Name of Interviewer					
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Date of this Interview					
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
PLANNING/ PREPARATION	No knowledge	Less than we would	Meets our	Exceeds our	
	evident. Exhibits a minimal	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits	expectations of average candidates.	4
	understanding.	धाःघटाऽरकःरवगःहु-	an adequate understanding.	Exhibits a thorough understanding	
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OMMENTS: A	li luelet ce	rading. Ce	iteus -		
	ed organization De liveled re Organiza assessor				J.
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. CLASSROOM ENVIRONMENT	No knowledge	Less than we would	Meets our	Exceeds our	
	evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for hiring Exhibits	expectations of average candidates.	3
	understanding	understanding	an adequate understanding.	Exhibits a thorough understanding	3
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	Tchr/st, pulle	1	Fun + inter	4 : 0	•

Meets our Exceeds our Less than we would No knowledge III. INSTRUCTIONAL requirements for expectations of evident. Exhibits a minimal prefer. Exhibits a limited ŝ hiring Exhibits average candidates. DELIVERY understanding. understanding. an adequate Exhibits a thorough understanding understanding

COMMENTS:

Informal assessment - observation.

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Referred to Rebrics (not by name) inplied)

Implied Differentiated Instruction.

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: 2 C	classes shy of 1.	nastus! El Lesearch in	Leon Ed. the distric	d. Odni	bligation Ac
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					THE PROPERTY OF THE PROPERTY O
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Rolf Baralof						
Name of Applicant	Position Applied for					
Areas of Certification	len Cit -					
Jean B:						
Name of Interviewer		214				
3/11/04					<del></del>	
Date of this Interview						
	l I	2	3	4		
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING	
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	1	
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4	
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4	
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	H
COMMENTS:	I		1	<u> </u>	
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benta PD-	ack by advice	compelitary	M. El. Ed.	elig ski	a.
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
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POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	<b>4</b>
COMMENTS:					
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Previous long-term experience in the district (90 days in same position) with satisfactory performance

Name of Applicant	Baslik	Po	osition Applied for		
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Areas of Certification	1112/61 (2 (1123)	37.37 F 37.57			
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Name of Interviewer					
2/11/01					
Date of this Interview			***************************************		
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
PLANNING/ PREPARATION		Less than we would	Meets our	Exceeds our	i
· ALDERTAGE CO.	No knowledge evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for hiring, Exhibits	expectations of average candidates.	Z
	understanding.	understanding.	an adequate	Exhibits a thorough	
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	vall · C.L. Rexa not pur y all				
. CLASSROOM ENVIRONMENT		Less than we would	Meets our	Exceeds our	
	No knowledge evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for hiring Exhibits	expectations of average candidates.	1/
	understanding.	understanding.	an adequate	Exhibits a thorough understanding.	14
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OMMENTS:	4	4.			
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			Meets our	Exceeds our	
II. INSTRUCTIONAL	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	/
II. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.			\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\
DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough	4
DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough	د/
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough	4
DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough	۷/
DELIVERY	evident. Exhibits a minimal	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough	4

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING			
IV. PROFESSIONALISM	No knowledge evident.	Less than we would profer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4			
COMMENTS:  potental administrate  Confidentiality-well uplaned respectable  Themwork tosether  Integrity-hit it								
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4			
COMMENTS:					To a constitution of the c			
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate purse and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4			
COMMENTS:								

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24/124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Robert Bozulok	
Name of Applicant	Position Applied for
Elem. Ed	Psychology Dearee
Areas of Certification	
Team B	
Name of Interviewer	
3/11/04	
Date of this Interview	

Date of this Interview		****			
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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Pead	Mobil Diary	- referen	ee.		
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer, Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	Links
COMMENTS: KELO	solching - info	=	rmal nec	essily to	- Add
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	i j
COMMENTS:	<u></u>	<del> </del>			1/
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some oftensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	7/
COMMENTS:	Sylable wit	ا. ناج			
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:  UCRY AT	ticulate				

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

#### Case 1:04-cv-00264-SJM Document 70-4 Filed 06/27/2006 Page 21 of 50 EMPLOYMENT INTERVIEW ANALYSIS

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Robert B	inidib.	Elementary				
K. Dut Do Name of Applicant Ele	7	Position Applied for				
Ile	mertaur	Derensis away from Martin Elen Ed				
Areas of Certification		,	00			
2 Calin	ı	no o	grade prefere	w		
Name of Interviewer			)			
Name of interviewed	La				usayara a	
Date of this Interview	109			——————————————————————————————————————		
Date of this interview					***************************************	
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING	
I. PLANNING/			Meets our	Exceeds our		
PREPARATION	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of average candidates.	4	
	understanding.	understanding.	hiring. Exhibits an adequate	Exhibits a thorough		
<u></u>			understanding.	understanding.	L'	
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II. CLASSROOM			Meets our	Exceeds our		
ENVIRONMENT	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of		
	understanding.	understanding.	hiring. Exhibits an adequate understanding.	average candidates. Exhibits a thorough understanding.	4	
COMMENTS: Alefan	red learney a justice	put in or	r learning	-		
	risce; BB; C					
III. INSTRUCTIONAL	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of		
DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring Exhibits	average candidates.	4	
	Sildolokarang.		an adequate understanding.	Exhibits a thorough understanding	/	
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM :	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
comments: Plimer Organized, 1	usporable, energ b > educako de	ectic — stud sue	ed forward,	"pre-achve" "pro+re"-(or ass	15taid cso + nde

Previous long-term experience in	the district (90 o	days in same position)	with satisfactory	performance
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

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#### Case 1:04-cv-00264-SJM Document 70-4 Filed 06/27/2006 Page 23 of 50

Kobert 1	BarylaK		Elem.		
Name of Applicant		P	osition Applied for		
Elem					
Areas of Certification					
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Heller					
Name of Interviewer					
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Date of this Interview	(			<del></del>	
Date of this interview					
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/				<u></u>	
PREPARATION	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	i I
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring, Exhibits	average candidates.	17
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COMMENTS:					
II. CLASSROOM	1	<u> </u>	· · · · · · · · · · · · · · · · · · ·	į į	<b></b>
ENVIRONMENT	No knowledge	Less than we would	Meets our	Exceeds our	
	evident, Exhibits a minimal	prefer. Exhibits a limited	requirements for	expectations of	1 4
	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	
			understanding.	understanding.	
COMMENTS:					
COMMENTS:					
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III. INSTRUCTIONAL	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	1 [
DELIVERY	evident. Exhibits a minimal	prefer. Exhibits a limited	hiring. Exhibits	average candidates.	1
	understanding.	understanding.	an adequate	Exhibits a thorough	
	<u>}</u>		understanding.	understanding	
COMMENTS:					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	l.ess than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:				<u> </u>	
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor	Very well groomed and professionally	//
COMMENTS:		ortensive personal flabits.	personal habits.	dressed. No offensive habits.	-
			ı		
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interview and to assist in

evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

### Case 1:04-cv-00264-SJM Document 70-4 Filed 06/27/2006 Page 25 of 50 EMPLOYMENT INTERVIEW ANALYSIS

Rotort -	obert Bazylak Elementary				
Name of Applicant	,	Po	osition Applied for		
Areas of Certification	ementory Karns.				
	11/04				
Date of this Interview				· · · · · · · · · · · · · · · · · · ·	
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			2	<b>T</b>	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Wax	t into room prior	1- 10 9 /	, ,	ssessing stad	·
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS: Com	nominate space -	stuberts need	extra spuce	icipate rathe	. Than.
stud "S.	Lt well should uple part on the	be decently the	- class.		
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS: Tal	k we then sot	he than @ 7	lue		
	y subject @ a turn'/cooperator	,	Nods on or	boul drueve	1.
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM : COMMENTS:	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

#### Case 1:04-cv-00264-SJM Document 70-4 Filed 06/27/2006 Page 27 of 50 EMPLOYMENT INTERVIEW ANALYSIS

Bob Bazy	lat	. (	dem.	: 2 : 4	
Name of Applicant	142	Pe	osition Applied for		
EI, Ed.		•	No prefer	ence	
Areas of Certification		Weeking - Control of the Business - Commission - Commissi			
DAS					
Name of Interviewer					
3/11/04 ·					
Date of this Interview			<u> </u>	Carrier Control Contro	
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/		UT I DOING			
PREPARATION	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	1
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring. Exhibits an adequate	average candidates.  Exhibits a thorough	7
	•		understanding.	understanding.	<u> </u>
COMMENTS:					
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II. CLASSROOM				Exceeds our	
ENVIRONMENT	No knowledge	Less than we would	Meets our requirements for	expectations of	/1
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	14
	_		understanding	understanding	<u> </u>
COMMENTS: (151)	lize spare to c	reate learne	ing environ	ment	
Comments. auc	ge of		$\mathcal{J}$		
			Meets our	Exceeds our	
III. INSTRUCTIONAL	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	1
DELIVERY	understanding.	understanding.	hiring, Exhibits an adequate	average candidates. Exhibits a thorough	14
			understanding		
COMMENTS: 24/7	assessment rol not to a essment to meet student ignored	+ to drive	instructed		<del></del>
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
Cud	goal ing what it tax	r-time + e	effort to get	t it started	<u> </u>
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive	4
COMMENTS:				habits.	
POISE/ PERSONALITY/ COMMUNITATION	Extremely distracted or confusing with poor	Apparently confused or a loss of poise that may	Appropriate poise and personality needed to	Appears confident, exhibits exceptional	
SKILLS	grammar.	interfere with job performance. Difficulty expressing ideas.	perform job. Adequate ability to communicate.	social skills and an appropriate sense of humor. Extremely articulate.	4
Pro-act	ut focused we - constant work ethic	,	open cos	cate before starts fintre nom. w/ pares	rduction to
undli	itansls leader	senj	Portners		

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Name of Applicant	_ 1		osition Applied for	(60)	
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Areas of Certification			O .		
Name of Interviewer					
Date of this Interview	-o4				
Date of this Interview	•				
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	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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COMMENTS: /	to leveled is	eading. Cen	ites -		
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II. CLASSROOM					T
ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding.	3
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r.	Tchr/st, paulus	ushipe -	Fren + inter	active.	
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Erin Boo	urquin	· ·	Position, Applied for		
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Elem. Ed Areas of Certification					<del></del>
D. STANT	711	•			
Name of Interviewer				7450777941744144444444444444444444444444444	***************************************
3.4.04					
Date of this Interview		**************************************		. ,	***************************************
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:				S	
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
v. PROFESSIONALISM	No knowledge evident.	l.ess than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
OMMENTS:	<del></del>		A		·
PPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
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OISE/ PERSONALITY/ COMMUNITATION KILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Erin Bol	orguin			PORY				
Name of Applicant	Ü	O Position Applied for /						
- Eleme	Haru							
Areas of Certification			<del>(1111-1111-1111-1111-1111-1111-1111-11</del>					
Team B								
Name of Interviewer	THE RESIDENCE OF THE PROPERTY		ec <u>i, i i i i i i i i i i i i i i i i i i </u>	**************************************	**************************************			
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TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING			
I. PLANNING/ PREPARATION			Meets our	Exceeds our				
TREFARATION	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	2/			
	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	7			
			understanding.	understanding.				
COMMENTS: GOOD	understanding 120 attore L discusse	e of 8 co	わゅしいりのわさ		7.TQ/			
man in o	rap of those	to the ax	to 10	ショントラ ドラベモ・ウィナ	£			
Archa 1 10	A Name 15	W Minch	Vocale Kh	V Writing				
70000	ψ, <u>υ</u> υ υ υ υ υ υ υ υ υ υ υ υ υ υ υ υ υ υ							
II. CLASSROOM			Meets our	Exceeds our				
ENVIRONMENT	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of				
	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	4/			
	<u></u>							
COMMENTS: DISCU	ves distribution d	ne plan wh	uch incorpe	orzes 12%	Till hory			
releaching	Wes V phac	tice during	recess A	ne (APL				
Consistent	rules heroles	$\omega = C^*$		_	7			
100	maia mandi	and lost in	13/20 25/37:00	2-15	The 1			
Stadien 1	mpice need to help lear							
ONTITIE BY	neip lear	M Concegors	1 1/ 01/1/O	cost leve	1/5			
			Meets our	Exceeds our				
III. INSTRUCTIONAL	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	1/			
DELIVERY	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	14			
30-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1			understanding	understanding				
COMMENTS: 22	esarri Conj	aurest Magazines C	militar de C <u>e</u>	20 22 miles	1 3th / som			
formal-	nelative to as	by taught (c	len niskoh)	PSS9/84	12/2/1/2 1			
of the	· (Ports/15/6	properties	.es	• •	C.			
	Gardono J. F				1			
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TRAITS	I UNSATISFACTORY	2 SOME	3	4	
TRAITS	UNSATISFACTORY	SOME			
		DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
-	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Polo Sp.	recialist - h	00 fred x	's Lev. Se,	if throu	gh
WE.77	defines				
	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMUNITATION	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:			· · · · · · · · · · · · · · · · · · ·		
Previous long-term expe		0.1			/1

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Name of Applicant  F. Jem	Bourgain Ed. (concer	Po tration in Sc	sition Applied for		
Areas of Certification					
Name of Interviewer	-04				
Date of this Interview					
	T I	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	J
	np. literacy - 8 par indep. rdg. () that aloud ing. Arts, Sti.,	Leading, lesp Kid writh SS-, math,	ing	1 140	tes organit
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: P.	vactive discipline restructing before how  Practice behaviors  Hierarchy of sever  Ree work, Sta	plan to prev nd. Reteading on their time orty of conse	ent problems	, Modelny &	collaborat
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:	- Sornal - pre-asse - One-or remal - make a Use P.	ionant, ongotin		s + diagnos	icst at de voblem

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES	SATISFACTORY	EXCEPTIONAL	RATING
- WAIIS	CHOATBITTETORT	EVIDENT	JATISPACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for	Exceeds our expectations of	4
COMMENTS:		1 2	hiring.	average candidates.	7
~/ !	raoters in Feat.	eny - lockery	Toward.	college	
	Self read. C	entinuous	/		1/ 7
Integrity - B Confid -	nauters in Read. Larred more in Self read. Co se drue to who you mendamed for,	are, Sound blue.	Team of	verk - work al	level, a
					-
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
					Lagranda Antonia Anton
	<b>Y</b>		·····		
POISE/ PERSONALITY/ COMMUNITATION	Extremely distracted or confusing with poor	Apparently confused or a loss of poise that may	Appropriate poise and personality needed to	Appears confident, exhibits exceptional	
SKILLS	grammar.	interfere with job performance. Difficulty	perform job. Adequate ability to	social skills and an appropriate sense of	<i>!\</i>
		expressing ideas.	communicate.	humor. Extremely articulate.	
COMMENTS: که از	Il organized - bo Whitness - always	An portfolio +	shooghts.	·	L
W	Hhitness - alw.	any knowing what	the joining on aro	and you.	
					-
		***************************************	***************************************		
Previous long-term exp	perience in the district (9	0 days in same position	on) with satisfactory	performance	/1

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Erin, Bou	rquin)				Total Control
CALA BOWN	O .		osition Applied for		
El Ed. (K-6	(Consentration o	r Secret			
Areas of Certification		,			
Telem B.		PROFESSION OF THE PROFESSION O	200000 <del>0000000000000000000000000000000</del>		<del>,,,</del>
Name of Interviewer					- LWAN
3/4/04				ACCUPATION CONTROL TO HANGARY CONTROL TO	
Date of this Interview					
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/		EVIDERI			
PREPARATION	No knowledge	Less than we would prefer. Exhibits a limited	Meets our requirements for	Exceeds our expectations of	
	evident. Exhibits a minimal understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	1 4
			understanding.	understanding.	<u>!</u>
COMMENTS: 9 parts	jutectvine-éldebréta	Charles M			
II. CLASSROOM			Meets our	Exceeds our	
ENVIRONMENT	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	1 ,
	understanding.	understanding.	hiring. Exhibits an adequate understanding.	average candidates.  Exhibits a thorough understanding.	4
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· • •	. trut				
Vmay	ks - leased on eigh	i Takan			
liffere	attated matruetter	N/Stalletier I/LE			
<u> </u>	1		Maste our	Exceeds our	
III. INSTRUCTIONAL	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	Meets our requirements for	expectations of	1 //
DELIVERY	understanding.	understanding.	hiring. Exhibits an adequate understanding.	average candidates. Exhibits a thorough understanding	7
COMMENTS:					<del>-</del>
Ske asse	sair-	in heard of			
fil on or	w DRAS no	inneg received			
Correlate	assess of les	uch			
exogerto/	osir- assess of less frontfiles				
U /	/				

	1	2	3	4	T
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:  JELSTER  JACAGE  TOTEL  Confide  Tomurst	orwated by	kelorg lears	IK)		
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

94 /24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

- Frin B	gura, in		CO		
Name of Applicant	Can	C.	Position Applied for		
Areas of Certification					-
- C					
Name of Interviewer					
3/4/04					
Date of this Interview					
	·····	······································			· · · · · · · · · · · · · · · · · · ·
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	Meets our requirements for hiring. Exhibits	Exceeds our expectations of average candidates.	4
	understanding.	understanding.	an adequate understanding	Exhibits a thorough understanding.	
1-1 -H	betom, In	_ A F2L	inor. It set up	, L	
rule po-	ant - LS · lind	lis difference	litter tel	CANT.	
I. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
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JRA. of	es whit you	teach, 855 Hb	er me line	inperpending	Polys
	b - Chi real			•	

contents:    Proper   Proper   Proper   Proper   Proper   Property dressed and groomed. Few poor personal habits.	TRAITS UNSATISFACTORY DEFICIENCIES EVIDENT  IV. PROFESSIONALISM No knowledge evident.  Less than we would prefer.  Less than we would prefer.  Meets our requirements for hiring.  Exceeds our expectations of average candidates.  COMMENTS:  The found of the property designed and professionally designed or a loss of poise that may grammar.  POISE/ PERSONALITY/ COMMINITATION  POISE/ PERSONALITY/ COMMINITATION  RATIONAL RATIONALITY  SATISFACTORY  Exceeds our expectations of average candidates.  It also the property designed and groomed. Few poor personal habits.  Properly designed and groomed. Few poor personal habits.  POISE/ PERSONALITY/ COMMINITATION  RATIONAL RATIONALITY/  SATISFACTORY  Exceeds our expectations of average candidates.  It also the property designed and groomed. Few poor personal habits.  Properly designed and groomed. Few poor personal habits.  Poise/ PERSONALITY/ COMMINITATION  RATIONAL RATIO						
TRAITS UNSATISFACTORY DEFICIENCIES EVIDENT SATISFACTORY EXCEPTIONAL RATING EVIDENT  V. PROFESSIONALISM  No knowledge evident.  No knowledge evident.  No knowledge evident.  Disconting the profest of hiring.  No knowledge evident.  Disconting the profest of hiring.  Disconting the profest of profes	TRAITS UNSATISFACTORY EVIDENT SATISFACTORY EXCEPTIONAL RATION  V. PROFESSIONALISM  No knowledge evident.  No Property dressed and groomed. No offensive habits.  Property dressed and groomed. No offensive habits.  Property dressed and groomed. No offensive habits.  Property dressed and professionally and professionally and professionally and professionally and professionally and professionally and professional social skills and an appropriate sense of habits.  No Property dressed and groomed. No offensive habits.  No Property dressed and professionally areded to performance. Difficulty confused or a loss of poise that may interfer with job performance. Difficulty expressing ideas.  No Property dressed and groomed and professionally and professionally dressed and groomed and professionally and professionally dressed and groomed and professionally and professionally dressed and groomed and professionally dressed and groomed and professionally dressed and groomed and professionally and professionally dressed and groomed and professionally dressed and		1	2	3	4	
coniments:    Proper	evident. prefer. requirements for hiring. expectations of a werage candidates.  COMMENTS:  POISE/ PERSONALITY/ COMMINITATION SKILLS  POISE PERSONALITY/ SKILLS  COMMENTS:  POISE PERSONALITY/ COMMINITATION SKILLS  POISE PERSONALITY/ COMMINITATI	TRAITS	UNSATISFACTORY	DEFICIENCIES	SATISFACTORY	EXCEPTIONAL	RATING
POISE/ PERSONALITY/ COMMENTS:    Extremely distracted or confusing with poor grammar.   Description of the confusing with poor grammar.   Apparently confused or a performance. Difficulty performance. Difficulty performance. Difficulty performance. Difficulty appropriate sense of the confusing the confusion of the confusing the confusion of the confusing the confusion of the	POISE PERSONALITY/ COMMENTS:    Extremely distracted or confusing with poor grammar.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confusite or communicate.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confusite or communicate.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressionally appropriate poise and personal habits.   Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressionally appropriate poise and personal habits.   Apparently confused or a loss of poise that may interfere with job personal habits.   Apparently confused or a loss of poise that may interfere with job personal habits.   Apparently confused and propriate poise and personal habits.   Apparently confused	V. PROFESSIONALISM	_		requirements for	expectations of	4
PERSONALITY/ COMMUNITATION SKILLS  Very sloppy in appearance or unacceptable personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  Properly dressed and groomed. Few poor personal habits.  Apparently confused or a loss of poise that may interfere with job performance. Difficulty perform job. Adequate ability to  Appears confident, exhibits exceptional social skills and an appropriate sense of	POISE/ PERSONALITY/ Communication or confusing with poor grammar.  POISE/ PERSONALITY/ Communication or confusing with poor grammar.  POISE/ PERSONALITY/ Extremely distracted or confusing with poor grammar.  Dress or grooming less than satisfactory or some offensive personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  Appropriate poise and possible personal habits.	$\alpha$	to the mon and to warfe with	a a lama Stand behangon need to m	I what you confirm the conf	Dag	
POISE/ PERSONALITY/ COMMUNITATION SKILLS  Extremely distracted or confusing with poor grammar.  Apparently confused or a loss of poise that may personality needed to perform job. Adequate ability to  Appropriate poise and personality needed to perform job. Adequate appropriate sense of	POISE/ PERSONALITY/ COMMUNITATION confusing with poor grammar.  Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.  Appropriate poise and personality needed to perform job. Adequate ability to communicate.  Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.  COMMENTS:		Very sloppy in appearance or	Dress or grooming less than satisfactory or some	Properly dressed and groomed. Few poor	and professionally dressed. No offensive	Ą
	COMMENTS:	COMMUNITATION	confusing with poor	loss of poise that may interfere with job performance. Difficulty	personality needed to perform job. Adequate ability to	exhibits exceptional social skills and an appropriate sense of	<u> </u>
	Previous long-term experience in the district (90 days in same position) with satisfactory performance						
	Previous long-term experience in the district (90 days in same position) with satisfactory performance						
		Previous long-term ex	perience in the district (	90 days in same positi	on) with satisfactor	y performance	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

EMPLOYMENT INTERVIEW ANALYSIS Erin Boulouin Position Applied for Areas of Certification

	1	2	3	4			
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING		
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4		
COMMENTS: STAN	TO COMPARE O	"SKECETON TO.	WORK FROM	FR.	i		
1.1	Description of diag						
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer, Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4		
COMMENTS: GRA	ADE LEVEL INFLUE ENTERS W/ Bodes wality work - ida - No	weeks. everywhra -lifical on a gr t to Make these del	personal basis . e not so acom	-use to puch further	forward for		
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	14		
COMMENTS: Include witing to noth after much prostice. catitie Title I facides  - Modeling from teacher very important.  - groups for all standards tased on need.							

- allow for movement

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: -/fod - ded - caus	nonagement expansionation.  Startly triving to be  progress as a  value part vol	an rew things. in leaves.	- Custon	un service - U	y inporte
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate,	4
COMMENTS: Vey	confident				

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Erin B	ourguin		Elem		
Name of Applicant	K-1	Pe	osition Applied for		
Areas of Certification					
	4-04		THE RESIDENCE OF THE PERSON OF		
Date of this Interview	Pres	F- K-3			
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
II. CLASSROOM ENVIRONMENT	Na handa 2	Less than we would	Meets our	Exceeds our	
	No knowledge evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:			·		T
III, INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:					

1	2	3	1 4	<u> </u>
UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
h	<u></u>	<u> </u>	<u> </u>	<u> </u>
Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
12/03 - 5 2	oKs. Coul. Kiel.	6 ELS 37	tel-trypt. Cont. Sacs.	ates ertous
	No knowledge evident.  Very sloppy in appearance or unacceptable personal habits.  Extremely distracted or confusing with poor grammar.	UNSATISFACTORY  SOME DEFICIENCIES EVIDENT  Less than we would prefer.  Dress or grooming less than satisfactory or some offensive personal habits.  Extremely distracted or confusing with poor grammar.  Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	UNSATISFACTORY    SOME DEFICIENCIES EVIDENT	UNSATISFACTORY    DEFICIENCIES EVIDENT

Previous long-term experience in the district (90 days in same position) with satisfactory performance

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Name of Applicant	Bourguin _		Elemedae Osition Applied for		maste
Areas of Certification  Name of Interviewer  3/4/0	med y	no prije	luner - A	-3 y gres to	Made
Date of this Interview					
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARA'TION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<u>!</u>
	n of where need smeet - deagner ingong - star a	to tool - dead Corps	what Change	to make to	men.
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Lasel Will Centers	a gade krels ty partie Potatione deffe erome boxis"	K-3; reading contraction for just " or	area, lots of acti- re on one d	bords, leteration Clisario Care Care Care parech	posetre enforcements
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
×15t. nuth	writing come up weseren writing a on PSSH much platens, title , VI FM Syst	1, sedu lo d	ssist, A i	Vergent thinking	

				+ <del>∮</del>	
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	l.ess than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS:  Strong  A " in  progre  weel	with ether - primated to a School after so as a learne kly newsetter arbet valunteers	- worker @ age navager @ 9 m years . 76; c w. ), apen dor (centur)	16 - retail r anths - pund deducated; ( to poerents	navagement & character for 2 S constant learn	20, fores, new the
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate,	4
COMMENTS: 40 Concert w 54 54 g2 Coch g  Testrict goods w	ui - 5 wh Ke go be Sg. Leve I showed -	Gen - 6 W	k@CS - M	rague marte	<i>s w s</i>
entfelio was m	in than 10 pages	sling)		Mazneta of	'Acelluca
Previous long-term exp	perience in the district (90	0 days in same position	on) with satisfactory	performance [	0 /1

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Erin Bo Name of Applicant	urquin				
1	_	A	Position Applied for		
Elem. Ed	( K-6	Any - K.	-5 Kag	MARSON CORPORATION OF THE PROPERTY OF THE PROP	William Control of the Control of th
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D. STAN-	TOW				
3.4.04					
Date of this Interview	ATTENDED TO A STATE OF THE STAT				W. W. W. W. W.
	**************************************	······································	Summa	cum Ladi	
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:			·		
II. CLASSROOM					Γ
ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding.	4
COMMENTS:					
	· ·				
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding	4
COMMENTS:			<del></del>		

23/24

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:	. <del></del>	<u> </u>	<u> </u>		
					To controlled a
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:	- to bia.	<u> </u>			
Previous long-term exp	perience in the district (9	00 days in same positi	on) with satisfactory	performance	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Erin Bourguin		Elernenfory					
Name of Applicant 2		Position Applied for	/				
Elementary							
Areas of Certification							
Teom &							
Name of Interviewer							
03/04/04							
Date of this Interview							
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
OMMENTS: GOODS	orderetarios. 1022. atros 6 20- arscusses	to be an	Le to 10	July here	<u> </u>
I. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4/
comments: DISC redeochura Consistert Pec Sations H	us in district  Vist V phoc  roles conside  price cont to  help lear	re pion wi her dong o ad lost in n concepts	reces hi	re APL Grass	) - H HH L=
II. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring: Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
	10000 11 1 5 1 100941 se sto 51 2 (1011/6/15/4				

Previous long-term experience in the district (90 days in same position) with satisfactory performance

51/121

94 124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.